



Vacancy Notice No. IC/2021- 009

Terms of Reference

Assignment Title:	International Consultant for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQI) Inclusion
Duration of Consultancy Assignment:	90 working days (Part time)
Duty Station:	Home based
Closing Date for Application:	9 August 2021 (5 pm Yangon Time)
Expected Starting date of Assignment:	September 2021 (as soon as possible)

1. PURPOSE OF CONSULTANCY

The Executive Board approved UNFPA's Fourth Country Programme Document (2018-2022) for Myanmar in September 2017. The Programme focuses on three key areas of intervention 1) sexual and reproductive health, 2) gender equality and women's empowerment and 3) population dynamics. UNFPA has partnerships UN agencies, INGOs and local NGOs, foundations and research institutions. UNFPA has a presence in a number of priority states/regions, integrating development, peace building and humanitarian spectrums. Emergency preparedness and humanitarian assistance are integrated in UNFPA's work in Myanmar and are an important aspect in its proposed fourth country programme (2018-2022). UNFPA, in line with its global strategy, contributes to strengthening national capacity to provide sexual and reproductive health services, gender based violence (GBV) prevention and response and the use of population and rights-based data in humanitarian settings.

UNFPA will expand its programs for LGBTQI community in Myanmar and ensure existing programs are inclusive of the LGBTQI community. UNFPA will also ensure its staff members are aware of the diverse nature of Sexual Orientation, Gender identity and Expression (SOGIE) and will do the same for its partner organizations as well. With more focus on inclusive programming, UNFPA is seeking an international consultant to ensure that LGBTQI inclusivity is mainstreamed across all programmatic areas.

The consultant works on a Sensitivity Guideline that can be used as a document referenced to ensure the service providers are sensitive to the diverse and complex nature and needs of the LGBTQI community. The consultant ensures UNFPA and its partners are trained on SOGIE awareness raising to ensure inclusivity is mainstreamed



across all levels of programming and service provision.

2. SUPERVISION AND WORKING ARRANGEMENT

The Consultant will work under direct supervision of the Gender Equality/GBV Programme Specialist.

3. SCOPE OF WORK AND EXPECTED DELIVERABLES

The international consultant will assist UNFPA Myanmar Country Office in strengthening LGBTQI inclusion and building capacity of UNFPA staff and partners by providing technical and coordination support. Below are key expected tasks:

Partnership and Coordination

- Manage the relationship with other UN agencies, INGOs/LNGOs, CSOs, and EHOs related to LGBTQI community-related work.
- Lead the UNFPA Myanmar core team for LGBTQI inclusion and be part of the core team for UNFPA Myanmar Disability and Inclusion, in working towards ensuring inclusive programming and an organizational strategy for inclusion.
- Participate in Community of Practice (CoP), and facilitate discussions related to LGBTQI inclusion.

Technical Support and Programming

- Develop SOGIE Orientation Training Guideline and facilitation of Training-Of-Trainer (TOT) workshops to generate a pool of trainers who can help with awareness raising orientation for SOGIE.
- Develop a comprehensive and easy-to-follow Sensitivity Guideline for UNFPA and its partners to use in program implementation. Conduct capacity building sessions for partners: a series of workshop to be facilitated by the core team to operationalize the Guideline.
- Review work plans of UNFPA's partners for LGBTQI inclusive programming. With interested partners, the consultant will provide a more detailed technical input/support to the partners to ensure optimal inclusive SRHR-GBV-MHPSS programming. The areas of specific technical support to IPs will be identified based on the review of the work plan and discussion with partners.
- Capture lessons learned and best practices, sharing these with programme specialists and management for future planning.
- Support partners in development of context specific, technically relevant, conflict and gender sensitive IEC materials.

Advocacy and Communication



- Collect and document the human-interest stories, UNFPA's support, etc. in collaboration with relevant programme colleagues and Inclusion care team to support communications/advocacy- related works.
- Ensure UNFPA is supporting LGBTQI related events in Myanmar, for example, the Yangon Pride events, IDAHOTB and Pride Month celebrations and these activities are highlighted through UNFPA communications and media platforms.

4. DURATION AND WORKING SCHEDULE

The consultant is expected to be home based and will be engaged on part-time basis for a total of 90 days during the period from September 2021 to March 2022.

The Consultant will work closely with other UNFPA team members, including programme specialists/officers and UNFPA Inclusion core team.

5. MONITORING AND PROGRESS CONTROL

The Consultant is expected to provide regular updates on the assigned tasks at least on bi-weekly basis through call or by e-mail to the supervisor.

The Consultant is required to prepare monthly work plan for his/her supervisor's prior approval. In addition to maintaining deadlines for the key assigned tasks as agreed with the supervisor, the consultant will provide monthly progress reports outlining achievements and recommendations.

Terms of Payment

Payment will be made on a monthly basis based on the actual numbers of days worked.

6. QUALIFICATIONS AND EXPERIENCE

Education:

- Advanced university degree in social work and/or other related social science discipline, medical science, gender, development and humanitarian studies

Knowledge and Experience

- Minimum two years of relevant professional experience in the field related to LGBTQI



with experience in programme/project management

- Experience of addressing/integrating gender, SOGIE, mental health and psychosocial support and/or sexual and reproductive health and rights issues in Myanmar
- Experience of working with capacity building of CSOs and NGOs
- Knowledge on basic Sexual and Reproductive Health is an asset
- Strong commitment to the mandate of the UN and UNFPA in Myanmar
- Experience working with vulnerable communities is desirable
- Practical experience in designing, monitoring and evaluation of results-based programming
- Experience using office software packages and web-based management systems
- Knowledge and understanding of conflict sensitivity and “do no harm” approach is an asset

Languages

- Fluency in English is required.

Other Required Skills

- Ability to work within a team structure while also independent and able to take action without close supervision
- Strong interpersonal skills and the ability to work within different cultural environments
- Excellent verbal and writing skills in English are required
- Being accountable
- Developing and applying professional expertise/business acumen
- Thinking analytically and strategically
- Communicating for impact

HOW TO APPLY

Applicants with the required qualifications and experience should submit the application with the UN P11 form (<http://myanmar.unfpa.org/vacancies/un-p11-personal-history-form>), completed and signed by the applicant along with the education certificates and the names and contact information of three references.

Applications should be addressed to:

Email: hr.myanmar@unfpa.org

Attention: International Operations Manager,
Room A07, UNFPA, No.6, Natmawk Road, Yangon

Note:



UNFPA reserves the right to offer comparable assignment to those qualified candidates that may not have been selected for this consultancy assignment which they applied for. These offers will be based on the needs of the organization, appropriateness and relevance to the candidate's educational backgrounds and work experience. Only those candidates in whose qualifications and experience the Office has further interest will be contacted for subsequent interviews.

(i) This vacancy is open to applicants of either sex.

(ii) UNFPA does not solicit or screen for information in respect of HIV or AIDS and does not discriminate on the basis of HIV/AIDS status.

(iii) UNFPA regrets its inability to reply individually or to attend to telephone queries on the above advertised post.